

CV 15

0918

ORIGINAL

UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF NEW YORK  
Danuta Szewczyk

## COMPLAINT

NAME OF PLAINTIFF(S)

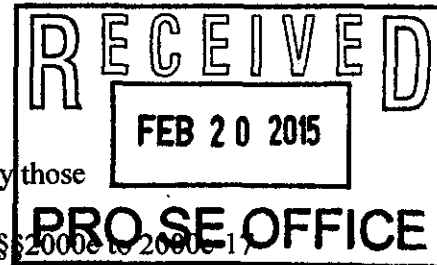
v.

New York City Fire Department (NYFD)

Julian BazelTamara SaakianAudrey Brown-Bennett

NAME OF DEFENDANT(S)

JURY TRIAL DEMANDED



This action is brought for discrimination in employment pursuant to (check only those that apply):

☒ Title VII of the Civil Rights Act of 1964, as codified, 42 U.S.C. §§ 2000e to 2000e-17 (amended in 1972, 1978 and by the Civil Rights Act of 1991, Pub. L. No. 102-166) (race, color, gender, religion, national origin).

**NOTE:** In order to bring a suit in federal district court under Title VII, you must first obtain a right to sue letter from the Equal Employment Opportunity Commission.

☒ Age Discrimination in Employment Act of 1967, as codified, 29 U.S.C. §§ 621 - 634 (amended in 1984, 1990, and by the Age Discrimination in Employment Amendments of 1986, Pub. L. No. 92-592, the Civil Rights Act of 1991, Pub. L. No. 102-166).

**NOTE:** In order to bring a suit in federal district court under the Age Discrimination in Employment Act, you must first file charges with the Equal Employment Opportunity Commission.

☒ Americans with Disabilities Act of 1990, as codified, 42 U.S.C. §§ 12112 - 12117 (amended by the ADA Amendments Act of 2008, Pub. L. No. 110-325 and the Civil Rights Act of 1991, Pub. L. No. 102-166).

**NOTE:** In order to bring suit in federal district court under the Americans with Disabilities Act, you must first obtain a right to sue letter from the Equal Employment Opportunity Commission.

☒ New York State Human Rights Law, N.Y. Exec. Law §§ 290 to 297 (age, race, creed, color, national origin, sexual orientation, military status, sex, disability, predisposing genetic characteristics, marital status, unemployment status)

☒ New York City Human Rights Law, N.Y. City Admin. Code §§ 8-101 to 131 (actual or perceived age, race, creed, color, national origin, gender, disability, marital status, partnership status, sexual orientation, alienage, citizenship status, unemployment status)

Jurisdiction is specifically conferred upon this United States District Court by the aforementioned statutes, as well as 28 U.S.C. §§ 1331, 1343. Jurisdiction may also be appropriate under 42 U.S.C. §§ 1981, 1983 and 1985(3), as amended by the Civil Rights Act of 1991, Pub. L. No. 102-166, and any related claims under New York law.

1. Plaintiff resides at:

20 Jan Court  
Street Address  
Elmwood Park, New Jersey, 07407, (201) 873-3716  
County State Zip Code Telephone Number

2. Defendant(s) resides at, or its business is located at: FOR ALL DEFENDANTS

9 MetroTech Ctr, Room 4W-11  
Street Address  
Brooklyn, NY, 11201, (718) 999-2040  
County State Zip Code Telephone Number

3. The address at which I sought employment or was employed by the defendant(s) is:

9 MetroTech Ctr.  
Street Address  
Brooklyn, NY, 11201  
County State Zip Code

4. The discriminatory conduct of which I complain in this action includes  
(check only those that apply).

- ☒ Failure to hire.  
☐ Termination of my employment.  
☐ Failure to promote.  
☐ Failure to accommodate my disability.  
☐ Unequal terms and conditions of my employment.  
☐ Retaliation  
☒ Other acts (specify): slender, libel, physical assault.

**NOTE:** Only those grounds raised in the charge filed with the Equal Employment Opportunity Commission can be considered by the federal district court.

5. It is my best recollection that the alleged discriminatory acts occurred on:

May 20, 2014, June 24, 2014, September 24, 2014  
Date(s)

6. I believe that the defendant(s) (check one)

☒ is still committing these acts against me.  
☐ is not still committing these acts against me.

7. Defendant(s) discriminated against me based on my:

(check only those that apply and state the basis for discrimination, for example, what is your religion, if religious discrimination is alleged)

☒ race Blue eyes [ ] color \_\_\_\_\_

[ X ] gender/sex Female [ X ] religion Roman- Catholic

[ X ] national origin Polish

[ ] disability \_\_\_\_\_

[ X ] other status Single, UNEMPLOYED

[ X ] age. If age is checked, answer the following:

I was born in 1956. At the time(s) defendant(s) discriminated against me,  
Year

I was [ X ] more [ ] less than 40 years old. (check one).

**NOTE:** *Only those grounds raised in the charge filed with the Equal Employment Opportunity Commission can be considered by the federal district court.*

8. The facts of my case are as follows:

I applied for an Assistant Civil Engineer position with NYC Fire Department. I am on list 1036 #157 and scored 100. I had all required Qualifications and experience. I was interviewed from this list on May 20, 2014. There was no paper list of questions on the table during my interview. The first question was "You are from Poland". After I stated calmly that I have 2 Master Degree from NJIT, Tamara Saakian (female, from former soviet republics, not Roman- Catholic) Engineering Director moved close to me, look into my eyes and she poked her finger at my blue eye several times, she also asked me how would I feel working with younger supervisors. She lied to personnel that my experience is from Laboratory not Engineering work. I was the only woman who was interviewed.

On June 24, 2014, I called Respondent and spoke with Audrey Brown-Bennett, Deputy Personnel Manager. Audrey lied to me that there would be another set of interviews for the Assistant Civil Engineer position and that I would be called again.

On September 24, 2014 I learned that Respondent hired Gennadiy Lak (male, from soviet republic, not Roman- Catholic, employed). Lak said that the position is "light office job". Tamara Saakian and Personnel decided to hire Genadiy Lak before she interviewed me. I believe it was a pre-selection (national favoritism), because Tamara Saakian had an Russian accent like Gennadiy Lak and she worked with Ludmila Kulik, whose relative Mark Kulik worked with Genadiy Lak at NY City Housing and Preservation Department. Tamara Saakian was reprimanding personnel for pulling my name from list 1036 for the interview, when she found out that I had 2 Master Degrees and GPA 3.5, she tried to discredit me as "old" and not liking to work with "young" and not a "good fit". Another person, who was part of the interview process asked me if I have children and I answered, "I am a widow with children and unemployed" on what Tamara Saakian pulled herself handkerchief mocking me.

I believe I was discriminated against due to my blue eyes, national origin (Poland), sex (female), religion (Roman Catholic), marital status (single) in violation of Title VII of the Civil Rights Act of 1964, as amended and because of my age (born 1956) in violation of the Age Discrimination in Employment Act ("ADEA") of 1967, as amended when I was not selected for the position of Assistant Civil Engineer and because of my unemployment status.

*(Attached copy of EEOC Charge #520-2015-00363)*

**NOTE:** *As additional support for your claim, you may attach to this complaint a copy of the charge filed with the Equal Employment Opportunity Commission, the New York State Division of Human Rights, or the New York City Commission on Human Rights.*

9. It is my best recollection that I filed a charge with the New York State Division of Human

Rights or the New York City Commission on Human Rights regarding defendant's alleged discriminatory conduct on: December 3, 2014.

Date

10. It is my best recollection that I filed a charge with the Equal Employment Opportunity

Commission regarding defendant's alleged discriminatory conduct on: December 3, 2014

Date

**Only litigants alleging age discrimination must answer Question #11.**

11. Since filing my charge of age discrimination with the Equal Employment Opportunity Commission regarding defendant's alleged discriminatory conduct (*check one*):

         60 days or more have elapsed.  
  X   less than 60 days have elapsed.

12. The Equal Employment Opportunity Commission (*check one*):

         has not issued a Right to Sue letter.  
  X   has issued a Right to Sue letter, which I  
received on December 28, 2014  
Date

Attached to this complaint:

1. A copy of the Right to Sue Letter from the Equal Employment Opportunity Commission
2. Copy of the EEOC letter to plaintiff about sending the EEOC charge to New York State Division of Human Rights dated November 13, 2014 (2 pages)
3. EEOC Charge of Discrimination #520-2015-00363 signed by plaintiff and notarized on December 2, 2014
4. Copy of the cover page and page 2 of "Equal Employment Opportunity Policy-Standard procedures to be utilized by City Agencies City of New York 2014" which proves that Unemployment status was added to the policy as a protected class under New York City's Human Rights Law on June 11, 2013 (2 pages).
5. Proof of employment of Gennadiy Lak at NYCITY Housing Preservation and Development Department with salary of \$55,345.00 as Construction Project Manager.
6. Proof of Vacancy after Kulik Lyudmila (from former soviet republic) employed by NYCITY Fire Department was promoted to Administrative Project Manager (salary \$62,181) from Assistant Civil Engineer (salary \$48,126).
7. Proof of pre-setting interview (plot, national favoritism) that Kulik Mark (relative of Kulik Lyudmila from former soviet republic) was employed by NYCITY Housing Preservation and Development where Gennadiy Lak was working.
8. Copy of Fire Department invitation for interview for Assistant Civil Engineer (salary \$48, 126- new hires, \$55,345 -2 years of service) position on May 20, 2014 to Plaintiff Danuta Szewczyk.

WHEREFORE, plaintiff prays that the Court grant such relief as may be appropriate, including injunctive orders, damages, pre-judgment interest, costs, and attorney's fees as follows: \$550,000.00 for lost wages for next 10 years, \$500, 000.00 for lost pension after retire for 20 years, \$ 1,000,000 .00 as compensation for pain and suffering, \$1,000,000.00 as punitive damages for not following by defendants their own policy.

Dated: Feb 20, 2015

Danuta Szewczyk  
PLAINTIFF'S SIGNATURE

20 Jan ct

Address

ELMWOOD PARK N707407

(201) 873-3716

Phone Number

161 (11/09)

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

Danuta Szewczyk  
20 Jan Court  
Elmwood Park, NJ 07407

From: New York District Office  
33 Whitehall Street  
5th Floor  
New York, NY 10004

☐

On behalf of person(s) aggrieved whose identity is  
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

520-2015-00363

Roxanne Zygmund,  
Investigator

(212) 336-3764

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

- ☐ The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.
- ☐ Your allegations did not involve a disability as defined by the Americans With Disabilities Act.
- ☐ The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.
- ☐ Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge
- ☒ The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
- ☐ The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.
- ☐ Other (briefly state)

## - NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

**Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

*Kevin J. Berry*

Kevin J. Berry,  
District Director

*December 23, 2014*

(Date Mailed)

Enclosures(s)

cc:

Julian Bazel  
Bureau of Legal Affairs  
NEW YORK CITY FIRE DEPARTMENT  
9 Metrotech Center, Room 4W-11  
Brooklyn, NY 11201

EX

EXHIBIT 1

33 Whitehall Street  
5th Floor  
New York, NY 10004  
(212) 336-3620  
TTY (212) 336-3622  
FAX (212) 336-3625

Respondent: New York City Fire Department  
EEOC Charge No.: 520-2015-00363

November 13, 2014

Danuta Szewczyk  
20 Jan Court  
Elmwood Park, NJ 07407

Dear Ms. Szewczyk:

This is with reference to your recent written correspondence or intake questionnaire in which you alleged employment discrimination by the above-named respondent. The information provided indicates that the matter complained of is subject to the statute(s) checked off below:

- ☒ Title VII of the Civil Rights Act of 1964 (Title VII)
- ☒ The Age Discrimination in Employment Act (ADEA)
- ☐ The Americans with Disabilities Act (ADA)
- ☐ The Equal Pay Act (EPA)

The attached EEOC Form 5, Charge of Discrimination, is a summary of your claims based on the information you provided. Because the document that you submitted to us constitutes a charge of employment discrimination, we have complied with the law and notified the employer that you filed a charge. Before we investigate your charge, however, you must sign and return the enclosed Form.

To enable proper handling of this action by the Commission you should:

- (1) Review the enclosed charge form and make corrections.
- (2) Sign and date the charge in the bottom left hand block where I have made an "X". For purposes of meeting the deadline for filing a charge, the date of your original signed document will be retained as the original filing date.
- (3) Return the signed charge to this office.

Before we initiate an investigation, we must receive your signed Charge of Discrimination (EEOC Form 5). Please sign and return the charge within thirty (30) days from the date of this letter. Under EEOC procedures, if we do not hear from you within 30 days or receive your signed charge within 30 days, we are authorized to dismiss your charge and issue you a right to sue letter allowing you to pursue the matter in federal court.

- ☒ Please be aware that after we receive your signed Form 5, the EEOC will send a copy of the charge to the agency listed below as required by our procedures. If that agency processes the charge, it may require the charge to be signed before a notary public or an agency official. The agency will then investigate and resolve the charge under their statute.

New York State Division Of Human Rights  
Federal Contract Unit  
One Fordham Plaza, 4 Fl.  
Bronx, NY 10458


EXHIBIT 2 P1



Please use the "EEOC Charge No." listed at the top of this letter whenever you call us about this charge. Please also notify this office of any change in address or of any prolonged absence from home. Failure to cooperate in this matter may lead to dismissal of the charge.

Please also read the enclosed brochure, "What You Should Know Before You File A Charge With EEOC," for answers to frequently asked questions about employee rights and the EEOC process. If you have any questions, please call me at the number listed below. If you have to call long distance, please call collect.

Sincerely,

  
\_\_\_\_\_  
Roxanne Zygmund  
Investigator  
(212) 336-3764

Office Hours: Monday – Friday, 8:30 a.m. - 5:00 p.m.  
[www.eeoc.gov](http://www.eeoc.gov)

Enclosure(s)

Copy of EEOC Form 5, Charge of Discrimination

Copy of EEOC Uniform Brochure, "What You Should Know Before You File A Charge With EEOC."

EXHIBIT 2 p2



**CHARGE OF DISCRIMINATION**

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

Agency(ies) Charge No(s):

☐ FEPA☒ EEOC

520-2015-00363

**New York State Division of Human Rights**

and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)

**Ms. Danuta Szewczyk**

Home Phone (Incl. Area Code)

**201-873-3716**

Date of Birth

**10/05/1956**

Street Address

**20 Jan Court**

City, State and ZIP Code

**Elmwood Park, NJ 07407**

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

**Attn: Mr. Julian Bazel, Bureau of Legal Affairs  
New York City Fire Department (NYFD)**

No. Employees, Members

**500+**

Phone No. (Include Area Code)

**(718) 999-2040**

Street Address

**9 Metrotech Ctr, Room 4W-11**

City, State and ZIP Code

**Brooklyn, NY 11201**

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

☐ RACE ☐ COLOR ☒ SEX ☒ RELIGION ☒ NATIONAL ORIGIN  
☐ RETALIATION ☒ AGE ☐ DISABILITY ☒ OTHER (Specify below.)
**Unemployment**

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

**May 20, 2014**☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I applied for an Assistant Civil Engineer position with Respondent (NYC Fire Department). I am on list 1036 #157 and scored 100. I was interviewed from this list on May 20, 2014. There was no paper list of questions on the table during my interview. The first question was "You are from Poland". After I stated calmly that I have 2 Master Degree from NJIT, Tamara Saakian, Engineering Director moved close to me she poked her finger at my eye, she asked me how would I feel working with younger supervisors. She lied to personnel that my experience is from Laboratory not Engineering work. I was the only woman who was interviewed.

On June 24, 2014, I called Respondent and spoke with Audrey Brown-Bennett, Deputy Personnel Manager. Audrey lied to me that there would be another set of interviews for the Assistant Civil Engineer position and that I would be called again.

On September 24, 2014 I learned that Respondent hired Gennadiy Lak (male). Lak said that the position is "light office job". Tamara Saakian and Personnel decided to hire Genadiy Lak before she interviewed me. I believe it was a pre-selection because Tamara Saakian had an accent like Gennadiy Lak. Tamara Saakian was reprimanding personnel for pulling my name from list 1036 for the interview, when she found out that I had 2 Master Degrees and GPA 3.5, she tried to discredit me as "old" and not liking to work with "young" and not a "good fit". Another person, who was part of the interview process asked me if I have children and I answered, "I am a widow with children" on what Tamara Saakian pulled herself handkerchief. I believe I was discriminated against due to my national origin (Poland), sex (female), religion (Roman Catholic), marital status (single) in violation of Title VII of the Civil Rights Act of 1964, as amended and because of my age (10/05/56) in violation of the Age Discrimination in Employment Act ("ADEA") of 1967, as amended when I was not selected for the position of Assistant Civil Engineer and because of my unemployment status.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

*Danuta Szewczyk*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.  
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE 12/2/14  
(month/year)

**MARTIN PIWOWARCZYK****NOTARY PUBLIC OF NEW JERSEY**

My Commission Expires 7/20/15

12-22-14

Date

*Danuta Szewczyk*

Charging Party Signature

EXHIBIT 3

# EQUAL EMPLOYMENT OPPORTUNITY POLICY

STANDARDS AND PROCEDURES  
TO BE UTILIZED BY CITY AGENCIES

CITY OF NEW YORK

BILL DE BLASIO  
Mayor

STACEY CUMBERBATCH  
Commissioner  
Department of Citywide Administrative Services

2014

EXHIBIT 4 page 1

## I. Equal Employment Opportunity Policy

The City of New York is an equal opportunity employer and prohibits discriminatory employment actions against, and treatment of, City employees and applicants for employment based on actual or perceived race, color, national origin, alienage or citizenship status, religion or creed, gender (including "gender identity" – which refers to a person's actual or perceived sex, and includes self-image, appearance, behavior or expression, whether or not different from that traditionally associated with the legal sex assigned to the person at birth), disability, age (18 and over), military status, prior record of arrest or conviction,<sup>7</sup> marital status, partnership status,<sup>8</sup> genetic information or predisposing genetic characteristic,<sup>9</sup> sexual orientation, status as a victim or witness of domestic violence, sex offenses or stalking,<sup>10</sup> and unemployment status.<sup>11</sup>

### A. Types of Prohibited Conduct<sup>12</sup>

Decisions and practices based on an individual's protected status (e.g., race, religion, age, and the other categories listed above) that unlawfully affect employment or the compensation, terms, conditions, or privileges of an individual's employment or potential employment with the City of New York are prohibited by this Policy. This includes unlawful decisions, actions, and practices that occur in the course of recruitment, testing, hiring, work assignments, salary and benefits, working conditions, performance evaluations, promotions, training opportunities, career development and advancement, transfers, discipline, discharge, or any other application or selection process relating to employment.

<sup>7</sup> Some employment actions motivated by the reasons listed are permitted by law, such as where an employer may deny employment on the basis of an applicant's prior record of conviction, if there is a direct relationship between one or more of the applicant's criminal offenses and the specific employment sought, or where employing the applicant poses an unreasonable risk to property or to the safety or welfare of specific individuals or the general public. (See Correction Law, Art. 23-A, Section 752.)

<sup>8</sup> "Partnership status" was added as a protected class under New York City's Human Rights Law on October 3, 2005.

<sup>9</sup> The term "predisposing genetic characteristic" was adopted on August 30, 2005 to streamline the terms "genetic predisposition" and "carrier status" in the previous version of the New York State Human Rights Law.

<sup>10</sup> "Status as victim of sex offenses or stalking" was added as a protected class under the City Human Rights Law on December 22, 2003.

<sup>11</sup> "Unemployment status" was added as a protected class under New York City's Human Rights Law on June 11, 2013.

<sup>12</sup> See also, EEO Policy Handbook "About EEO: What you May Not Know," for more examples of prohibited conduct.

**Make Selections**

Pay Year:

Branch/Major Category: New York City

Agency/ Area:

SubAgency/Employer:

Position:

Totals For Your Selections	
Records	22
Total	\$1,310,891

STEP 4: Press ENTER or RETURN key

STEP 3: enter value below

\$

STEP 2: click one below

STEP 1: click one below

More Than	Less Than
Total Pay	Rate of Pay
Last Name First Name	
<input type="text"/>	

*Traffic operations signals*

Double click a column heading to resort

Agency	SubAgency	Last, First	Position	Pay Basis	Rate of Pay	Total	Year
Transportation, Department of	Transportation, Department of	Lak, Yakov	Project Manager	Annual	\$56,528	\$99,035	2010
Transportation, Department of	Transportation, Department of	Lak, Yakov	Project Manager	Annual	\$56,528	\$96,772	2011
Transportation, Department of	Transportation, Department of	Lak, Yakov	Project Manager	Annual	\$56,528	\$94,526	2009
Transportation, Department of	Transportation, Department Of	Lak, Yakov	Project Manager	Annual	\$56,528	\$87,261	2014
Transportation, Department of	Transportation, Department of	Lak, Yakov	Project Manager	Annual	\$56,528	\$83,710	2013
Transportation, Department of	Transportation, Department of	Lak, Yakov	Project Manager	Annual	\$54,354	\$83,648	2008
Transportation, Department of	Transportation, Department of	Lak, Yakov	Project Manager	Annual	\$56,528	\$82,325	2012
Housing Preservation & Dvlpmnt	Housing Preservation & Dvlpmnt	Lak, Gennadiy	Construction Project Manager	Annual	\$55,345	\$59,472	2014
Housing Preservation & Dvlpmnt	Housing Preservation & Dvlpmnt	Lak, Gennadiy	Construction Project Manager	Annual	\$55,345	\$57,315	2011
Housing Preservation & Dvlpmnt	Housing Preservation & Dvlpmnt	Lak, Gennadiy	Construction Project Manager	Annual	\$55,345	\$56,913	2013
Housing Preservation & Dvlpmnt	Housing Preservation & Dvlpmnt	Lak, Gennadiy	Construction Project Manager	Annual	\$55,345	\$56,717	2012
Housing Preservation & Dvlpmnt	Housing Preservation & Dvlpmnt	Lak, Gennadiy	Construction Project Manager	Annual	\$55,345	\$55,583	2010
Housing Preservation & Dvlpmnt	Housing Preservation & Dvlpmnt	Lak, Gennadiy	Construction Project Manager	Annual	\$55,345	\$54,617	2009
Housing Preservation & Dvlpmnt	Housing Preservation & Dvlpmnt	Lak, Gennadiy	Construction Project Manager	Annual	\$53,216	\$51,055	2008
HRA/Dept of Social Services	HRA/Dept of Social Services	Lak, Marina	Caseworker	Annual	\$40,224	\$49,327	2010
Hra/Dept Of Social Services	Hra/Dept Of Social Services	Lak, Marina	Caseworker	Annual	\$40,224	\$42,503	2014
Hra/Dept Of Social Services	Hra/Dept Of Social Services	Lak, Marina	Caseworker	Annual	\$40,224	\$42,499	2013

*HIRE*

*8/11/2002*  
*8/11/2001*

*5/16/2001*  
*5/16/2005*

*1/22/2007*  
*1/22/2007*

*HRA/Dept Social serv*

*Supervisors*

*49,646 4/1/2009*

*Supervisors*

**Pay Range Selection**

*EXHIBIT 5*

<b>Make Selections</b>	
Pay Year:	
Branch/Major Category:	New York City
Agency/ Area:	Fire Department
SubAgency/Employer:	Fire Department
Position:	

<b>Totals For Your Selections</b>	
Records	3
Total	\$134,507

STEP 4: Press ENTER or RETURN key

STEP 3: enter value below

\$
----

STEP 2: click one below

STEP 1: click one below

More Than	Less Than
Total Pay	Rate of Pay
Last Name, First Name	

Double click a column heading to resort

Agency	SubAgency	Last, First	Position	Pay Basis	Rate of Pay	Total	Year
Fire Department	Fire Department	Kulik, Lyudmila	Administrative Project Manager	Annual	\$62,181	\$54,242	2014
Fire Department	Fire Department	Kulik, Lyudmila	Assistant Civil Engineer	Annual	\$48,126	\$48,042	2013
Fire Department	Fire Department	Kulik, Lyudmila	Assistant Civil Engineer	Annual	\$48,126	\$32,224	2012


<b>Pay Range Selection</b>

#125 KULIK LYUDMILA  
FIRE

Hired FAU 2011

Kulik Mark  
Hous Preso Dev

\$ 64,377 Proj Manager  
City 10/30/2000  
Agency 10/30/2000

EXHIBIT 6

-13-

**Make Selections**

Pay Year:

Branch/Major Category:

Agency/ Area:

SubAgency/Employer:

Position:

<b>Totals For Your Selections</b>	
Records	19
Total	\$1,533,061

STEP 4: Press ENTER or RETURN key

STEP 3: enter value below

\$

STEP 2: click one below

STEP 1: click one below

More Than	Less Than
Total Pay	Rate of Pay

Last Name, First Name

Double click a column heading to resort

Agency	SubAgency	Last, First	Position	Pay Basis	Rate of Pay	Total	Year
Port Authority of NY&NJ	Port Commerce	Kulik, Michael	Chief Maintenance Supervisor	Annual	\$100,932	\$146,128	2010
Port Authority of NY&NJ	Port Commerce	Kulik, Michael	Chief Maintenance Supervisor	Annual	\$100,932	\$141,689	2009
Port Authority of NY&NJ	Port Commerce	Kulik, Michael	Chief Maintenance Supervisor	Annual	\$100,932	\$139,710	2013
Port Authority of NY&NJ	Port Commerce	Kulik, Michael	Chief Maintenance Supervisor	Annual	\$100,932	\$137,301	2011
Port Authority of NY&NJ	Port Commerce	Kulik, Michael	Chief Maintenance Supervisor	Annual	\$100,932	\$131,770	2012
Port Authority of NY&NJ	Tunnels, Bridges & Terminals	Kulik, Michael	Manager, Tunnels, Bridges & Terminals Physical Plant	Annual	\$100,230	\$99,513	2008
Housing Preservation & Dvlpmnt	Housing Preservation & Dvlpmnt	Kulik, Mark L	Project Manager	Annual	\$64,377	\$66,379	2014
Housing Preservation & Dvlpmnt	Housing Preservation & Dvlpmnt	Kulik, Mark	Project Manager	Annual	\$64,377	\$66,272	2013
Housing Preservation & Dvlpmnt	Housing Preservation & Dvlpmnt	Kulik, Mark	Project Manager	Annual	\$64,377	\$66,084	2012
Housing Preservation & Dvlpmnt	Housing Preservation & Dvlpmnt	Kulik, Mark	Project Manager	Annual	\$64,377	\$66,029	2011
Housing Preservation & Dvlpmnt	Housing Preservation & Dvlpmnt	Kulik, Mark	Project Manager	Annual	\$64,377	\$65,905	2010
Housing Preservation & Dvlpmnt	Housing Preservation & Dvlpmnt	Kulik, Mark	Project Manager	Annual	\$64,377	\$63,942	2009
Housing Preservation & Dvlpmnt	Housing Preservation & Dvlpmnt	Kulik, Mark L	Construction Project Manager	Annual	\$61,901	\$59,739	2008
Utica City School District	Utica City School District (NYSTRS Member)	Kulik, Melissa E	NDR	NDR	NDR	\$51,848	2013
Utica City School District	Utica City School District (NYSTRS Member)	Kulik, Melissa E	NDR	NDR	NDR	\$49,206	2012
Utica City School District	Utica City School District (NYSTRS Member)	Kulik, Melissa E	NDR	NDR	NDR	\$48,402	2014
Utica City School District	Utica City School District (NYSTRS Member)	Kulik, Melissa E	NDR	NDR	NDR	\$47,529	2011

Pay Range Selection

Kulik Mark  
Housing Pres & Dev

city 10/30/2000  
Agency 10/30/2000

MARK

EXHIBIT 7

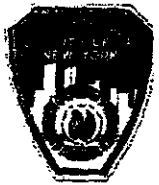
-14-





# FIRE DEPARTMENT

9 METROTECH CENTER - BROOKLYN, NY 11201



## DATE OF NOTICE

May 8, 2014

TITLE: ASSISTANT CIVIL ENGINEER

Danuta Szewczyk  
20 Jan Court  
Elmwood Court, NJ 07407  
List No. 157

REPORT FOR INTERVIEW ON: May 20, 2014

TIME: 8:30 AM

### TENURE OF EMPLOYMENT

SUBJECT TO: 1-Year probationary period

SALARY: \$48,126 Annum (New Hires)

\$55,345 Per Annum (2 Years of Service)

Your name has been certified to the Department for consideration in the above title. If you are interested in being interviewed, please report on the date above to FDNY Headquarters, Bureau of Personnel, 9 Metro Tech Center, 6<sup>th</sup> Floor Conference Room 6W-4, Brooklyn, N.Y. 11201. For additional information you may call Human Resources at (718) 999-2195. THIS NOTICE DOES NOT GUARANTEE AN APPOINTMENT ONLY CONSIDERATION IN LIST ORDER. INTERVIEWS WILL BE CONDUCTED IN LIST NUMBER ORDER ONLY.

If you do not wish to be interviewed for this position, please check the reason for your declination, sign your name and return this letter to this office immediately. NO OTHER FORM OR DECLINATION IS ACCEPTABLE. You may fax the declination to us at (718) 999-7107.

Sincerely,

  
Aurora Gabriel Perez  
Civilian Personnel Manager

(DO NOT DETACH ANY PART OF THIS LETTER)

I hereby decline appointment to the above position because:

1. ☐ I am unable to accept the appointment at this time. (State your reasons for this declination on the back of this letter).  
Certification of your name. ☐ I will be withheld automatically, until further notice from you.
2. ☐ Duration of employment is limited or uncertain, (All Permanent positions are described as "Probable Permanent"; that is, permanent subject to the satisfactory completion of one year probationary period).

UPON DECLINATION YOU MAY REQUEST RESTORATION OF YOUR NAME TO ELIGIBLE LIST BY WRITING TO THE NEW YORK CITY DIVISION OF CITYWIDE PERSONNEL SERVICE, CERTIFICATION DIVISION, 21<sup>ST</sup> FLOOR, 1 CENTRE STREET, MUNICIPAL BUILDING NEW YORK, NY 10007.

(SIGN HERE)

Fill in your address below only if it is Different from the One appearing above.

\_\_\_\_\_  
\_\_\_\_\_

EXHIBIT 8